

# **Gender and Management Issues in the Knowledge Based Economy: Participation of Women in the Arabian Gulf**

## **Short Description**

The paper investigates the need for increased participation of Arab women in the workplace in general and at senior management levels in particular.

## **Longer Description**

The United Arab Emirates (UAE), though politically new as a country, is steeped in history and culture. It has enshrined for men and women, both in its Constitution and through the commitment of the rulers of the various Emirates, the rights and opportunities for education and advancement in any sphere of endeavor.

Though over one third of graduates in the UAE are women, they account for less than 12% of the entire workforce. If the number of employees in the areas of Health and Education were removed, the figure would be substantially less. What is worse is that very few of those who make it to the labor market, make it to the boardrooms or upper echelons of leadership and management.

It is therefore essential to raise the profile of these issues in the region and set a broad agenda for change. A clear understanding of the issues pertaining to gender and management is needed and, importantly, findings need to be disseminated appropriately to encourage best practice in the workplace. In addition, awareness of these issues in a broad societal context needs to be achieved through programs which engage the public at large and stimulate discourse regarding the issues.

The paper thus investigates the city of Dubai in the UAE as potentially a successful model for change in the region, in issues pertaining to the necessity for the full participation of women in the workforce and at managerial level in the developing knowledge based economy. The research further indicates that in order for the region to succeed, it must utilize its entire human resource.

### **Short Bio:**

Dr Randeree has an academic career spanning the past 12 years, with experience as a lecturer in both the United Kingdom and the United Arab Emirates. For the past 6 years he was a Lecturer in Engineering at the United Arab Emirates University in Al Ain and has recently moved to BUiD. He has a growing portfolio of research and consultancy projects, collaborating with a number of blue chip companies, government departments and SME's, in addition to numerous publications at reputed international conferences in Europe and in the Middle East. Dr Randeree holds a Bachelors of Engineering degree in Engineering Design and Manufacture awarded by the University of Hull, U.K., and a PhD specialising in advanced manufacturing systems, from the same university. His current research interests are in the advancement of engineering and management education in the Middle East, women in leadership and a variety of project management related topics.

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